

Note

No. HQ/HR/Policy/RTI

Dated : 01.02.2024

RTI-94

Name of the Applicant- Rahul Jha		
S.No.	Information Sought	Reply
1.	Please provide details of any policies, guidelines, or regulation within DFCCIL that address the marital status of its employees. Particularly in cases where they intend to marry divorced individuals with children.	Please refer rule 20 of conduct, discipline & Appeal rules of HR manual. Copy enclosed.
2.	If such policies exist, kindly specific details on any conditions, restrictions, or considerations that employees need to be aware of in such situations.	
3.	Please provide information on any government or organization provided facilities or support for employees who marry individuals with a history or divorce and have children.	

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Daruna
1/2/24

DGM/HR

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~~JGM/Admin(CPIO)~~

HR Manual of DFCCIL

Rule 20. Bigamous marriages

- a) No employee shall enter into, or contract, a marriage with a person having a spouse living; and
- b) No employee, having a spouse living, shall enter into, or contract, a marriage with any person;

Provided that the Board may permit an employee to enter into, or contract, any such marriage as is referred to in clause (1) or clause (2) if it is satisfied that-

- i) such marriage is permissible under the personal law applicable to such employee and the other party to the marriage; and
 - ii) There are other grounds for so doing.
- c) The employee who has married or marries a person other than that of Indian nationality, shall forthwith intimate the fact to the Competent Authority through HR/Corporate Office.

Rule 21. Consumption of intoxicating drinks and drugs

An employee of the Company shall

- a) Strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being;
- b) Not be under the influence of any intoxicating drink or drug during the course of his duty and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of such drink or drug;
- c) Refrain from consuming any intoxicating drink or drug in a public place;
- d) Not appear in public place in State of intoxication;
- e) Not use any intoxicating drink or drug to excess.

Explanation – For the purposes of this rule, ‘Public Place’ means any place or premises (including clubs, even exclusively meant for members where it is permissible for the members to invite non-members as guests, bars and restaurants, conveyance) to which the public have or are permitted to have access, whether on payment or otherwise.

Rule 22. Suspension

- a) The appointing authority or any authority to which it is subordinate or the disciplinary authority or any authority empowered in that behalf by the management by general or special order may place an employee under suspension-
 - i) Where disciplinary proceeding against him is contemplated or is pending;
or
 - ii) Where case against him in respect of any criminal offence is under investigation or trial.
- b) An employee shall be deemed to have been placed under suspension by an order of appointing authority –